

## ABSTRACT

### **Project Title: Building Career Pathways for Tomorrow**

The State of Hawaii Department of Labor and Industrial Relations (DLIR) is respectfully applying for **\$2,500,000** in funding to expand DEI program for **statewide implementation of Hawaii DEI Round VI: Building Career Pathways for Tomorrow**. DLIR will utilize DEI Round VI funding to improve the accessibility and accountability of the public workforce system to serve more effectively **individuals with significant disabilities**. DLIR and its AJCs will build upon the promising practices implemented through Hawaii's DEI Round II and will incorporate career pathway into its service to individuals with significant disabilities to better prepare participants to obtain meaningful employment and achieve self-sufficiency.

Hawaii DEI Round VI will focus its effort on the following strategies to accomplish the target outcomes for the project:

1. **Increase AJCs staff competencies** to provide critical local resources:

DLIR and its core partner Center on Disability Studies (CDS) will provide training on Disability 101, Customized Employment, Career Pathway Systems, Job Accommodation, Asset Development, Individualized Learning Plans, and Disability Benefits Planning to AJCs staff to better serve the target population.

2. **Leveraging funding and resources** across public workforce system:

Hawaii will leverage funding from partners to provide additional service to individuals with significant disabilities. AJCs staff will conduct IRT meetings for better resource coordination that will lead to meaningful employment outcome.

3. **Expanding AJCs capacity** to effectively serve the target population:

Hawaii will employ a direct mail strategy to recruit the target population to utilize

AJC services. In addition, AJCs will strengthen relationships with disability-serving agencies to allow for multi-point entry/exit.

4. **Utilizing career pathway strategies** to complement AJCs service:

Hawaii will implement a career pathways plan with flexible accommodations for individuals with significant disabilities that has been proven successful in other programs in the State of Hawaii's workforce development system. The career pathway plan will address the six key elements for career pathway.

With DEI Round VI funding, the AJCs will be better equipped to serve individuals with significant disabilities. Under the project, AJCs will serve **170 individuals** with significant disabilities, of which **120 individuals** will enter career pathway programs, **90 individuals** will complete the program and **54 individuals** will attain a credential or certificate. In addition, **all AJCs** will become Employment Network, and it's targeted that DLIR will assign at least **50 tickets** and generate **\$60,000** through the Ticket to Work program. DLIR will offer benefits planning session to **all** individuals with significant disabilities who require it. With DEI funding, DLIR will expand the Business Leadership Network (BLN) and Workforce Solution effort by adding an **additional site** for each new DEI effort. Finally, each DRC hired through DEI funding will participate and complete at least **80%** of the in-person trainings offered by DLIR and CDS. Total cost per participant directly served by DEI Round VI is **\$14,706**.

DLIR has the infrastructure for fiscal, administrative, and reporting procedures for this grant, therefore DEI Round VI can be implemented in Hawaii with minimal startup delay. Hawaii DEI Round VI will be implemented with sustainability in mind, therefore the four major focuses (staff competencies, AJC capacity, integrating resource through building partnership, and career pathway systems) are developed so that they will remain after the grant ends.